



Statement of Intent

The joint Colleges are committed to creating an environment free from sexism and working in partnership to ensure that members of our communities learn and live as equals.

Both Colleges, in partnership, are committed to leading positive change and building inclusive and respectful communities where all feel safe. Our College leadership teams are committed to working even more closely together and to being stronger and more effective in bringing about a necessary change of attitudes and behaviours to promote gender equality.

Jersey College for Girls, Jersey College Preparatory School, Victoria College and Victoria College Preparatory School are committed to the following actions, which set out what we will do achieve our commitments:

- 1. To establish a framework for action, in partnership with senior leaders, student representatives, governors, CYPES senior advisors and governmental representatives.**
 - a. Weekly working group between members of VCJ, JCG, VCP and JCP in order to establish actions and monitor progress.
- 2. To work closely with students in both Colleges; to understand the issues, consult on actions and educate on required changes.**
 - a. A Joint Student Working Party to establish a Student Charter and advise and hold Colleges to account.
 - b. Wider working groups, linked to school councils, to further develop ideas into actions.
 - c. Student surveys on discriminatory language, harassment and inclusivity.
 - d. Improved opportunities for students across the Colleges to interact positively and respectfully.
 - e. Continue to raise awareness through meaningful and regular student assemblies.
- 3. To develop opportunities for informing and training staff and parents; this will ensure a sustainable, collective approach.**
 - a. Regular parent information opportunities to promote awareness and provide support.
 - b. Train and equip staff with the knowledge, resources and confidence to tackle sexism and promote gender equality.
- 4. To review the Colleges' current policies to ensure they promote inclusivity and gender equality**
 - a. Increased opportunity for students to safely disclose issues.
 - b. Review our use of language to remove conscious and unconscious bias.
 - c. Continual integration of UN Rights Respecting Schools work into policy.
- 5. To communicate effectively to all stakeholders the Colleges' joint actions in promoting the required positive cultural change.**
 - a. Improved understanding by students and parents of expectations, actions and cultural change.

- b. All staff to be aware of the whole school action plan and procedural guidelines for responding to incidents of sexism and sexual harassment.

Sexism in schools

Research on sexism in schools reveals that gender stereotyping, sexist language and sexual harassment are prevalent in UK schools. A study commissioned by UK Feminista and the National Education Union (2017), conducted by the University of Warwick, found:

- Over a third (36.7%) of female students at mixed-sex secondary schools have been sexually harassed at school.
- Almost one in three (32%) teachers in mixed-sex secondary schools witness sexual harassment in their school on at least a weekly basis.
- 64% of teachers in mixed-sex schools hear sexist language in school on at least a weekly basis. Over a quarter of teachers (29%) report sexist language is a daily occurrence.
- A quarter of all secondary school teachers say they witness gender stereotyping and discrimination in their school on a daily basis, and a further quarter say they witness it on a weekly basis.

The Ofsted Review (2021) included visits to 32 schools and colleges in which, they spoke to over 900 children and young people about the prevalence of peer-on-peer sexual harassment and sexual violence, including online, in their lives and the lives of their peers.

During the review, girls reported that sexual harassment and online sexual abuse, such as being sent unsolicited explicit sexual material and being pressured to send nude pictures ('nudes'), are much more prevalent than adults realise. For example, nearly 90% of girls, and nearly 50% of boys, said being sent explicit pictures or videos of things they did not want to see happens a lot or sometimes to them or their peers. Children and young people reported that sexual harassment occurs so frequently that it has become 'commonplace'. For example, 92% of girls, and 74% of boys, said sexist name-calling happens a lot or sometimes to them or their peers. The frequency of these harmful sexual behaviours means that some children and young people consider them normal.

Jersey College (JCG & JCP) and Victoria College (VCJ & VCP) Action Plan 2021

	JCG	JCP	VCJ	VCP
Lead Staff	Toni Rollo	Nadia Guglieri	Gareth Hughes	Dan Pateman
Other Staff members	Emma Silvestri-Fox Caroline David Helen Duncan Simon Milner	Susanna Harries (SENCO) Penny James (School Council) Hayley Toudic (PSHE)	Patrick Crossley (Assistant Head Pastoral / Interim Deputy Head) Rebecca Kane (Head of PSHE) Elise Falla (Head of Student Voice)	Caroline Finch (SMSC and ENCO) Karen Bull (RE and PSHE Subject Leader)
Governors	Kirstie Grieg (Chair of Wellbeing sub-committee)		Richard Stevens (Vice Chair of Governance, Leadership and Management sub-committee and newly elected Chair of Safeguarding sub-committee)	

Policies of relevance	Counter Bullying policy Improving Behaviour Policy Safeguarding and Child Protection Policy Diversity and Inclusion Policy (Under development) Teaching and Learning Policy	Counter Bullying policy Positive Relationships & Behaviour Policy Safeguarding and Child Protection Policy Inclusion Policy Equal Opportunity Policy (Under development) Teaching and Learning Policy	Equality and Diversity Policy Behaviour, Rewards and Sanctions Policy Counter Bullying policy Safeguarding policy Child Protection Policy Curriculum, Teaching and Learning Policy	Equality and diversity policy PSHE Policy Counter Bullying Policy Safeguarding and Child Protection Policy Inclusion Policy Teaching and Learning Policy
------------------------------	---	--	---	---

Reporting and review

A termly review will be sent to Governors, parents and students to keep them informed of our progress on the above actions.

Additionally, an annual progress report of the joint Colleges Action Plan will be completed by the staff named above and presented to the Governing Bodies for their ratification at the respective summer term Safeguarding (VCJ/VCP) or Wellbeing (JCG/JCP) Sub-Committee meetings.

As part of the progress report, consideration will be given to the following:

1. Implementation of actions and realisation of targets identified in the strategy.
2. Qualitative feedback from staff and students.
3. Number of staff who have received training on tackling problematic behaviour.
4. Number of students and staff who reported incidents of sexual harassment and sexual violence.
5. Number of students who participated in a workshop/talk/lesson on sex equality.
6. Opportunities created for students to take positive action to tackle sexism, such as participation in a feminist group or campaign.
7. Student working party Feedback from joint-College student working party.

The adoption of this Joint Statement of Intent is not an option; it is an obligation.